



# EXECUTIVE MEMBER DECISION

<b>REPORT OF:</b>	Executive Member for Children, Young People & Education
<b>LEAD OFFICERS:</b>	LeadDirectorPost
<b>DATE:</b>	25 <sup>th</sup> March 2022

<b>PORTFOLIO/S AFFECTED:</b>	Children, Young People & Education
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<b>WARD/S AFFECTED:</b>	All
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<b>SUBJECT:</b> EMD fostering pay review 2021-2022 and 2022-2023
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## 1. EXECUTIVE SUMMARY

Foster Care and Special Guardianship payments are reviewed annually to fall in line with the pay award given to Council employees. Following a review of payments this paper sets out the detail to allow for a 2% uplift during 2021-22. The review also proposes payments to be approved for 2022-23 to allow for a further 2% uplift.

## 2. RECOMMENDATIONS

That the Executive Member:

Approves the Review of carers payments to allow for a 2% uplift during 2021-22 and a further 2% in 2022-23, in line increase usually awarded to council employees.

## 3. BACKGROUND

Carers have not been awarded an increase in their payments during 2021-22 and this should be backdated accordingly. To ensure consistency in the payments in 2022-23, approval for the uplift for 2022-23 to be given now.

## 4. KEY ISSUES & RISKS

The uplift ensures that our carers have the appropriate recognition of the valued role that they play in supporting our cared for children and young people.

## 5. POLICY IMPLICATIONS

None

## 6. FINANCIAL IMPLICATIONS

The proposal would incur additional expenditure of £108,800 for the 2% uplift in 2021-22. This has already been factored into the current budget monitoring for 2021-22.

The cost of an additional 2% uplift in 2022-23 would be £115,900. The budget for 2022-23 has been inflated in line with the medium term financial plan and a 2% uplift would remain within the approved budget.

## 7. LEGAL IMPLICATIONS

The payments review ensures that carers are treated fairly, in line with council employees.

## 8. RESOURCE IMPLICATIONS

This review will ensure that our Foster and Special Guardianship Carers are aware of our recognition and appreciation of their role. This supports retention and recruitment of foster carers. It also reflects our commitment to our carers working with our cared for children in increasingly complex contexts.

## 9. EQUALITY AND HEALTH IMPLICATIONS

**Please select one of the options below. Where appropriate please include the hyperlink to the EIA.**

Option 1  Equality Impact Assessment (EIA) not required – the EIA checklist has been completed.

Option 2  In determining this matter the Executive Member needs to consider the EIA associated with this item in advance of making the decision.

Option 3  In determining this matter the Executive Board Members need to consider the EIA associated with this item in advance of making the decision.

## 10. CONSULTATIONS

Formal discussion with the Foster Carers Association.

## 11. STATEMENT OF COMPLIANCE

The recommendations are made further to advice from the Monitoring Officer and the Section 151 Officer has confirmed that they do not incur unlawful expenditure. They are also compliant with equality legislation and an equality analysis and impact assessment has been considered. The recommendations reflect the core principles of good governance set out in the Council's Code of Corporate Governance.

## 12. DECLARATION OF INTEREST

All Declarations of Interest of any Executive Member consulted and note of any dispensation granted by the Chief Executive will be recorded and published if applicable.

<b>VERSION:</b>	<b>1</b>
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<b>CONTACT OFFICER:</b>	Helen Kane – Service Lead, Placements
<b>DATE:</b>	15 March 2022
<b>BACKGROUND PAPER:</b>	